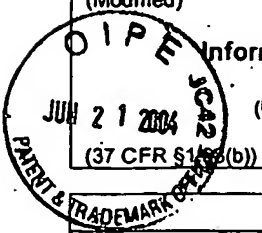


Substitute Form PTO-1449
(Modified)U.S. Department of Commerce
Patent and Trademark OfficeAttorney's Docket No.
10180-002003Application No.
10/012,204**Information Disclosure Statement
by Applicant**

(Use several sheets if necessary)

Applicant
Brock W. Callen et al.Filing Date
October 30, 2001Group Art Unit
2161**U.S. Patent Documents**

Examiner Initial	Desig. ID	Patent Number	Issue Date	Patentee	Class	Subclass	Filing Date If Appropriate
<i>[initials]</i>	AA	4,766,539	08/23/1988	Fox			
<i>[initials]</i>	AB	5,712,984	01/27/1998	Hammond et al.			
<i>[initials]</i>	AC	5,806,042	09/8/1998	Kelly et al.			
<i>[initials]</i>	AD	5,832,497	11/3/1998	Taylor			
<i>[initials]</i>	AE	5,913,198	06/15/1999	Banks			
<i>[initials]</i>	AF	5,970,464	10/19/1999	Apte et al.			
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	AK						

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GROUP 3600

Foreign Patent Documents or Published Foreign Patent Applications

Examiner Initial	Desig. ID	Document Number	Publication Date	Country or Patent Office	Class	Subclass	Translation	
							Yes	No
<i>[initials]</i>	AL	WO-92/14212	09/1992	WIPO				
	AM							
	AN							
	AO							
	AP							

Other Documents (include Author, Title, Date, and Place of Publication)

Examiner Initial	Desig. ID	Document
<i>[initials]</i>	AQ	Lee, Chris, "Outplacement: Throwing Them Life Preservers," Training: The Magazine of Human Resources Development, Vol. 24, No. 7, Abstract, July 1987.
<i>[initials]</i>	AR	Anonymous, "1991 Survey of Severance Pay Policies and Practices", Executive Briefing, December 1991.
	AS	Abraham et al., "Job Security in America: A Better Approach", Brookings Review, Vol. 11, No. 3, Summer 1993.
	AT	Kurland, Orin M., "Looking at EPL Underwriting Requirements", Risk Management, Vol. 41, No. 2, February 1994.

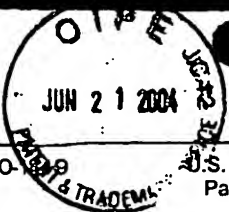
Examiner Signature

John W. Hayes

Date Considered

9/10/2004

EXAMINER: Initials citation considered. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

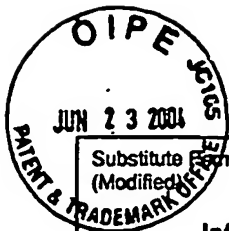


Substitute Form PTO-1449 (Modified) Information Disclosure Statement by Applicant (Use several sheets if necessary) (37 CFR §1.98(b))	U.S. Department of Commerce Patent and Trademark Office	Attorney's Docket No. 10180-002003	Application No. 10/012,204
	Applicant Brock W. Callen et al.		
	Filing Date October 30, 2001	Group Art Unit 2161	

Other Documents (include Author, Title, Date, and Place of Publication)		
Examiner Initial	Desig. ID	Document
	AU	Caudron, Shari, "What is Employment Practices Liability?", Personnel Journal, Vol. 75, No. 12, December 1996.
	AV	Levin-Waldman, Oren, "Unemployment Insurance for a New Age", Challenge, Vol. 40, No. 2, March/April 1997.

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Examiner Signature <i>John W. Hayes</i>	Date Considered <i>9/10/2004</i>
EXAMINER: Initials/citation considered. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.	

Sheet 1 of 1Substitute Form PTO-1449
(Modified)U.S. Department of Commerce
Patent and Trademark OfficeAttorney's Docket No.
10180-002003Application No.
10/012,204**Information Disclosure Statement
by Applicant**

(Use several sheets if necessary)

(37 CFR §1.98(b))

Applicant
Brock W. Callen et al.Filing Date
October 30, 2001Group Art Unit
3621**U.S. Patent Documents**

Examiner Initial	Desig. ID	Document Number	Publication Date	Patentee	Class	Subclass	Filing Date If Appropriate
<i>JH</i>	AA	2003/0065540	04/03/2003	Callen et al.	705	4	
	AB						
	AC						
	AD						
	AE						
	AF						
	AG						
	AH						
	AI						
	AJ						
	AK						

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GROUP 3600**Foreign Patent Documents or Published Foreign Patent Applications**

Examiner Initial	Desig. ID	Document Number	Publication Date	Country or Patent Office	Class	Subclass	Translation	
							Yes	No
	AL							
	AM							
	AN							
	AO							
	AP							

Other Documents (include Author, Title, Date, and Place of Publication)

Examiner Initial	Desig. ID	Document
	AQ	
	AR	
	AS	
	AT	

Examiner Signature <i>Brock W. Callen</i>	Date Considered <i>7/16/2004</i>
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Substitute Disclosure Form (PTO-1449)